



BEHAVIOUR MANAGEMENT POLICY

Monkey Puzzle Day Nursery operates according to our Equal Opportunities Policy (see complete policies folder) and believe that it is important for all children to learn to behave in a caring and appropriate way, to enable them to develop socially and to increase their self-esteem. We believe that everyone has a right to be treated with respect, addressed correctly and politely and to be treated with equal concern. All children may from time to time display signs of unacceptable behaviour. When this happens in the nursery it will be managed appropriately and according to the child's understanding. Monkey Puzzle Day Nursery seeks to develop cooperative relationships between adults and children.

We aim to do this by:

- Treating children and adults with courtesy and respect
- Providing positive role models for children
- Working in partnership with parents
- Encouraging children to share and to care for each other
- Encouraging children to be kind to each other
- Encouraging children to care for and to respect the environment
- Encouraging acceptable behaviour through praise and encouragement
- Developing a sense and understanding of what is right and wrong
- Setting children clear and consistent goals and boundaries
- Developing consistent approaches to behaviour management both at home and in the setting
- Appointing a Designated Behaviour Management Officer to liaise with and support staff and parents
- Develop a positive self-image within each child
- Encourage respect for other people and their property
- Help children understand the needs and reasons for appropriate behaviour in different circumstances
- Encourage children to make positive behaviour choices
- Develop an awareness of safety issues in school and the wider community
- Ensure staff offer consistency and continuity for every child

The designated Behaviour Management Officer is **Rebecca Gordon (Nursery Manager)**

The role of the Behaviour Management Officer is to:

- Keep up to date with legislation, research and thinking on promoting positive behaviour and on handling children's behaviour where it may require additional support
- Advise and support staff and parents in appropriate ways of dealing with challenging behaviour
- Check that all staff have relevant training on promoting positive behaviour and advise staff on appropriate training in relation to behaviour management

All adults coming into contact with the children (including staff members, students, parents and visitors) are expected to provide a good role model and to behave in an appropriate way. Any adult behaving inappropriately will be asked to leave the area and to discuss the matter with a senior member of staff.



Strategies for dealing with children who engage in inconsiderate behaviour

- Distracting children if they become frustrated
- Early intervention to avoid disagreements
- Time out with adult support, if appropriate
- Encouraging children to settle disputes by compromise and negotiation
- Helping children to understand what is and what is not acceptable behaviour
- Encouraging children to empathise with other people

Preventing inappropriate behaviour

Organisation within the setting will limit the possibilities for inappropriate behaviour, such as lack of supervision, unnecessary queuing, lack of resources and inappropriate tasks. Clear expectations, alongside absorbed and motivated children, will eliminate many behavioural issues.

Through our curriculum planning we lower the chances of children misbehaving by including exciting, stimulating activities which are differentiated appropriately, ensuring that children are not bored or frustrated with the activity. At Monkey Puzzle Day Nursery, where appropriate, we ignore unwanted behaviour and praise good behaviour to ensure that a child's inappropriate behaviour is not linked to the need for attention, whether it be positive or negative.

When dealing with a situation staff members will maintain a calm and consistent approach at all times. Situations will be dealt with immediately to avoid escalation. Monkey Puzzle Day Nursery has a strict policy that we do not shout or raise our voices in a threatening manner in response to children's inconsiderate behaviour. Neither will we use techniques intended to single out and humiliate individual children.

If the child is continually showing signs of unacceptable behaviour the Key Person will discuss this with the child's parents and the Behaviour Management Officer. The Key Person, Behaviour Management Co-ordinator and parents will agree a plan of action, whereby staff and parents can work in partnership to provide a consistent approach.

If a child's behaviour has caused harm to another child, adult or piece of equipment at the nursery, then an incident report will be written in the Incident Book and the parent will be asked to sign this document and will be given a copy of the report to take away with them. A second copy of the report will be retained by the nursery. Serious incidents may require further action and the nursery would work in partnership with the parent to overcome the issues.

When disputes occur between children, the identity of the children involved in the dispute will remain confidential. Staff will be alert to signs of bullying and will challenge it in a way that is appropriate to the children's age, stage of development and understanding.

If the child continues to require help to develop positive behaviour, every effort will be made to provide for their needs. Where appropriate to do so, the Behaviour Management Officer will seek advice from the Local Authority Behaviour Management expert and Monkey Puzzle Head Office.

Physical intervention will only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or an adult. Any occasion where physical intervention is used to manage a child's behaviour will be recorded and parents will be informed about it on the same day.



All staff at Monkey Puzzle Day Nursery are positive role models to children.

Supporting inappropriate behaviour

ABC charts can be used as a direct observation tool to support in the collation of information in highlighting triggers.

Children under 3 years

At Monkey Puzzle Day Nursery we recognise that when under threes behave in inconsiderate ways we realise that strategies for supporting them will need to be developmentally appropriate and differ from those for older children. We recognise that very young children are unable to regulate their own emotions such as fear, anger and distress; therefore our staff are required to be sensitive to these situations to help them to do this. Common inconsiderate or hurtful behaviour of young children includes tantrums, biting and fighting. Staff will be calm and patient, offering comfort, helping children to manage their feelings and talking about them to help to resolve issues and promote understanding. We focus on ensuring that a child's attachment figure in the setting, their Key Person, is building strong relationships to provide security to the child.

Providers must not use corporal punishment on a child. Please ensure that expectations and strategies are shared with parents.

Constantly question staff on what the behaviour policy states, and ensure the behaviour policy is discussed during staff induction.